

HRC NEWS & VIEWS

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JUNE 2015

IMPLEMENTING IDEAS

Recently, the Youth Security Supervisors spent four days sharpening their skills through training on Moral Reconnection Therapy (MRT). MRT is a cognitive-behavioral program for substance abuse treatment and for criminal justice offenders. Studies show MRT-treated offenders have rearrest and reincarceration rates 25% to 75% lower than expected. MRT programs are used in 49 states, District of Columbia, Puerto Rico and four countries.

MRT is a cognitive-behavioral counseling program that combines education, group and individual counseling, and structured exercises designed to foster moral development in treatment-resistant clients.

MRT addresses beliefs and reasoning. It is a systematic, step-by-step



group counseling treatment approach for treatment-resistant clients. The program is designed to alter how clients think and make judgments about what is right and wrong. The MRT system approaches the problem of treating resistant populations as a problem of low levels of moral reasoning. Moral reasoning

represents how a person makes decisions about what he or she should or should not do in a given situation.

The Youth Security Supervisors at HJCDP provide MRT to youth each week as part of its therapeutic cognitive behavioral programming. Jessica Joslin has been the leader of this therapy program and was very instrumental in organizing this training session. Thanks to the Supervisors for improving their skills in the language and structure of MRT.

A CHANCE TO GIVE

The Hastings weekly blood drive is held each Thursday at First Congregational Church at 2810 W. 7th Street. Appointments can be made

online at redcrossblood.org or just walk in. There has been a decline in donations with the summer school break and planting season in full gear.

Please remember that absence from work to make a blood donation is vacation or comp time. Sick leave cannot be used for this purpose.

June is

Fresh Fruits and Veggies Month

Candy Month

Adopt a Cat Month

Safety Month

Disaster Preparedness Month

Smile Month

6/7 Cancer Survivor's Day

6/14 Flag Day and Blood Donor Day

6/18 Go Fishing Day and Picnic Day

6/21 Father's Day

6/21 Summer Begins

6/23 Let It Go Day



IT'S SUMMER BY MARJ COLBURN

Here comes summer!

We have had a rash of chilly, wet weather lately. I'm afraid that the next thing we will see is the punishing heat. So far, the air conditioners have been working in all buildings, but I'm not holding my breath!

In between the raindrops, the sprayer for the Maintenance pick-up arrived. Gary has been out spraying the grounds clear down to the Cemetery. The old dandelions are starting to look rather sick. Hopefully they will give it up soon and die off.

Bids for the renovations to Building #3 were due in Lincoln on May 18th. There was one contractor bidding on the project. DAS wasn't sure if that was related to the volume of summer projects that contractors had already bid on or what. The next steps are in the hands of DAS.

It has been a continual learning process with the youth in our program. There are still some bugs to be worked out when youth run from the program. With some youth remaining under the auspices of YRTC, while others are here through other avenues, there has been confusion about who we contact and when/how they respond. We are setting up a meeting with State Patrol to work out some of the new challenges in the process. It is hoped that after that meeting takes place, we will have a chance to work with Hastings Police and determine what their role will be in crises. We were all impressed that the State Patrol did transfer a youth to Bryan Hospital in Lincoln for us recently.

We are still struggling with some staff absences, in particular with HIM. Ruth continues to have medical issues popping up that have kept her from returning to work. Pam was off on a few vacation days to an event she and spouse had planned on and purchased tickets for some time ago. Tami Ernst from Lincoln was on campus one day to

assist us. Ruth continues to make herself available by phone when we are really needing something. We hope she and her family continue down the path of getting better. Thanks to everyone who helped pick up a few pieces of what needed to be done along the way, and a special thanks to those who were so patient while we figured things out.

We are glad Carol, Pat, Mary Ann and Sue are back with us. They were missed. We look forward to Henry coming back as well.

We are getting ready for another session of "out of school – oh my!" Josh has been working on a schedule. I have already heard some of the plans, and it looks like we will be keeping the youth busy and involved in activities. We will be holding interviews soon to replace Josh as the Activity Supervisor as he transitions back into being a YSS.

NYA officially has a new principal. Ms. Leanne Wiemer has joined us on June 15th. She has actually been hired for both the HRC school as well as the Whitehall school of LRC. At first she will be spending the majority of her time here with Mr. Baisinger, getting oriented to the program. The Whitehall principal left earlier this spring and Mr. Baisinger has been serving as the contact principal for them over the past few months. We want to get her started off on the right foot by learning everything she can from Mr. B before he REALLY decides he wants to retire! Once orientation at both facilities has been completed, we look forward to Ms. Wiemer spending three days a week at HRC, and the rest of her time at Whitehall. Please welcome her when you see her.

One of our temporary nurses, Mary Skarin, has decided to accept a full time position at her "other" job and submitted her resignation. Mary has consistently worked every third weekend for us and has done a

great job. We will miss her. The Medical Team has had discussions related to nursing duties and responsibilities, and we are thinking that a part-time nurse might be just what we need. We will attempt to recruit for the position and go from there.

On May 11th we had Probation representatives and Acting Behavioral Health Director Sheri Dawson on campus. They were all interested in an overview and tour of the facility. There were questions asked of the Leadership Team about the program, and we had some questions to ask about the payment process as well as the application process to have youth admitted into the program. We will continue to work with Probation to smooth out any kinks we have in the process.

As soon as all of the details are worked out, HRC will be having Hastings Physical Therapy complete the pre-employment functional assessment on newly hired front line staff. We will no longer complete the internal process of evaluating the person's ability to lift, walk up stairs, carry, etc. This change in process will only affect new hires. The nursing staff will continue to complete the annual functional assessment right here on campus.

There have been lots of changes going on during the spring, and I look for more changes as we go down the road. My understanding is all of the vacant Director Positions for the state are now posted. If you think about team building, and the process that a team goes through when there are changes made in membership, we have had a lot of changes in faces and roles within the organization over the past few years. We all get to adjust to new people and roles, and accept that the new person isn't going to be exactly like the person who used to be in that role. As we add new people into the program again

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EMPLOYEE IN THE SPOTLIGHT BY GRANT JOHNSON



Are you ready for another spotlight session? I hope so, because this month's chosen employee is a real good one! It's our very own therapist,

Brooke Wright! Brooke has been with us for a total of three years at HRC (leaving for a year to help her husband set up their pharmacy). Before she came to HRC, Brooke was the Behavioral Health Director for Visinet until they lost their contract with the state. Brooke then went to Boys and Girls Home where she worked in Home Family Support, and supervised visitation. She then stayed home with her daughter for a year, and watched disabled children in Ravenna during that time. I asked Brooke to give

me an overview of a typical day, and she laughed and told me no two days are the same at HRC, (So very true). She then explained that she has been on the road quite a bit, and if she's here she's building relationships with her six clients, having family therapy and individual therapy once a week, and helping out with groups. Brooke told me that one thing other staff might not know she does is EMDR. That is a therapeutic technique that deals with trauma and Post Traumatic Stress Disorder. I asked Brooke what her favorite memory at HRC was, and she said it was when she took a few youth to see Jason Peter (former Nebraska football player) give a speech on addiction and recovery. After the speech, Jason spoke with the boys for over an hour about recovery. Brooke also enjoys hearing success stories from discharged youth, and even had a

former youth send her a copy of his report card to show how good he has been doing. Brooke told me that during her free time she spends it chasing around her daughters going to activities all the time. Finally I wrapped up my interview with Brooke by asking her to give some advice to new employees, and she replied, "Be able to establish boundaries and be ok with who you are, be consistent and do all you need to do on a daily basis. If you do that you will do a lot better here. Also, be able to balance between home life and work." Brooke would also like to add that the new therapy team is awesome! They are a really good team who want to learn and grow to make the program better! So if you see Brooke in the halls, be sure to tell her congratulations for being this month's spotlight employee!

YOU'RE A WINNER

- To the Youth Security Supervisors for checking the leak in Human Resources and dumping the water. *Jean*
- Thanks to Dean, Josh, Bryce, Carmen, Kay, Shelley, Steve, Carolyn, Jean and Kenny for responding to the crisis and cleaning up blood or glass or removing youth! I really appreciate the teamwork! *Heather*
- The Youth Security Supervisors completed Moral Reconation Therapy training and have updated some of the requirements and guidelines for MRT. *Jessica*
- Thanks to Terry and Sandra for coming up with a creative idea to save us some money on vehicle hail damage! *Marj*
- Thanks to Gary and Dennis for mowing all the grass that we have on campus. We look forward to that weed sprayer making us look even better. *Marj*
- Thanks to Pam for stepping up so unexpectedly to manage the entire HIM department. *Marj*
- Thanks to Ruth for offering us "telephone support" to walk us through some HIM processes so we could continue to generate information. *Marj*
- Thanks, Tami, for coming out and helping us get caught up in HIM during Ruth's absence. *Marj*

IT'S SUMMER CONTINUED

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(principal, nurse, activity supervisor and potentially a new Director with a vision of what his/her expectations for the program are) there will

be different opinions about what we do and how we do it. I don't advocate chaos, but I think we will all have to think about new ideas and perspectives on how we do business. It's exciting to think there

will be new input, but we have to stay open to that input and allow the team and its new members to resettle into working together productively.

REMEMBER YOURSELF A BETTER PAST BY JOE TYE, CEO, VALUES COACH

Every historian knows that the past is what you choose to remember, and how you choose to remember it. A history class in the United States will "remember" a very different history than will a history class in China.

The same principle applies to you at a personal level. Your sense of identity - of who you are - is profoundly shaped by your past, but that "past" is what you choose to remember and how you choose to remember it.

The child of one abusive parent might grow up to be an abusive parent his or herself because their sense of identity is shaped by what they choose to remember, and the way in which they choose to remember it.

The child of another abusive parent might grow up to be an advocate for abused children. They have remembered the same objective "past" in a very different way, which in turn has shaped a very different sense of identity, and led to a very different path in life. Unfortunately, that path is too often the road less traveled.

In his book *War and the Soul*, psychologist Edward Tick wrote that PTSD is not so much a stress disorder as it is an identity disorder. One of the challenges of helping people recover from Post Traumatic Stress Disorder is helping them reframe the past. Whatever it is that has happened to them will never happen. The only thing they can change is the meaning that they impute to what has happened,

which in turn will reshape their sense of identity from victim of their past to creator of their future. Think about something you remember from your past that is causing you pain, something that is holding you back. How can you reframe that memory in such a way as to give you strength, resilience, courage, and determination?

Remember, just because you "remember" something in a certain way does not necessarily mean that it happened like that, and that the past is what you choose to remember and how you choose to remember it. What has happened will not unhappen - all you can do is reframe what has happened into a new and more empowering personal context.

A BRIEF LESSON IN OBSERVATION BY RON CULBERSON, MSW, CSP

When my niece was a baby, her mother sang the following song to her and every time the words "see" or "sea" came up, she'd raise my niece's hands to uproarious laughter.

A sailor went to sea.

To see what he could see.

But all that he could see,

Was the bottom of the deep blue sea.

The sea, the sea, the sea.

One of the keys to a rich life is to *see* what we can see. It's called *being observant* and while it may seem obvious, it's often the obvious things that go unnoticed. In other words, we don't always see what we *could* see.

Recently, I asked the members of my audience to look around the room and find something they had not previously noticed. Amazingly,

everyone discovered a couple of items even though they'd been sitting in the room for several hours. What had been missing was the intentional attention necessary to truly see everything in the room. Ironically, while they were noticing the room, I noticed that my fly was unzipped. So, the exercise was beneficial for all involved.

Jerry Seinfeld is a master of observation. His stand-up comedy routines are based on attention to details — details that are often so obscure, his sitcom was referred to as a show about nothing. In one of my favorite Seinfeld routines, he notices that his girlfriend bought a bag containing 500 cotton balls. He's curious as to why she needs that many cotton balls when he has never used *one*. So, he attempts to use five cotton balls over a week's time. By the end of the week, he has struggled so much to use the five cotton balls, he has a headache. He opens a bottle of aspirin and discovers, of course,

another cotton ball. By making this obvious, yet often unattended observation, Seinfeld developed a wonderful comedy bit. And, his observation caused us to see a bag of cotton balls in a new way.

When it comes to humor, the key to finding it is to enhance our observational skills. The more humor we see, the more humor we'll see — because there is a natural reinforcement that occurs when we begin to see things in our surroundings that we had previously not noticed.

The first step in improving our observational skills may seem obvious. It is to look. Pay attention to everything in your environment. Watch what people do. Listen to what people say. Don't get lulled into the "driving hypnosis" we all experience when we don't remember the last mile we just traveled down the

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A BRIEF LESSON IN OBSERVATION CONTINUED

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highway.

Once, my wife and I were walking through a mall when two young men got into a fight at the entrance to one of the stores. One of the men shoved the other one across the floor about 15 feet in front of us. My wife never saw it. She was focused on something else, and failed to see a man flying by us. Let me just point out that her lack of attention to some details affords me certain benefits at home — especially when I want to snatch that last brownie.

Our lack of seeing is more common than we realize. We cruise through life on auto pilot, and often we pass right by something extraordinary. In simple terms, it's a beautiful flower, a funny sign, or an unusual building. In more significant terms, it's the car we cut off in traffic, the friend who needs our help, or the bad habit we've developed. Seeing, in these situations, changes our behavior for the better.

The second step in enhancing ob-

servational skills is to ask ourselves, "What's unusual or incongruent about this?"

A few days ago, I did a presentation at The Modern Maturity Center in Dover, DE. The center began in 1968 as a place to provide services to senior citizens. As the facility grew, a banquet hall was built to serve the community as a meeting facility and generate revenue to support their senior programs. It's a wonderful place.

However, the name of the building was a bit different from most locations where I have spoken. So, I commented on this by saying, "Well, I averted disaster tonight. When I put the name of this facility into my GPS, I misspelled it. My GPS took me to the Modern *Immaturity* Center. You definitely don't want to go there. The people were talking loudly, spitting out their vegetables, and running with scissors. Very immature."

By simply asking myself, "What's unusual about this name," I was able to come up with a funny obser-

vation — at least to me.

Lastly, we truly benefit from our observations by recording them in written or digital form. That way, we've kept the observation for future enjoyment, for use in casual conversation, or for inclusion in a more formal presentation. Using pen and paper or our phone to record the details also allows us to remember these observations. Trust me on this one, if you don't record it, you will likely forget it.

Recently, I was driving home from a speaking engagement and saw a very funny sign. But, I failed to write it down and did not take a photo. I would share this hysterical observation with you here but I have no idea what it was. Unfortunately, when we rely on our memory, our memory is not always that reliable.

Observing our surroundings means that we truly see what we can see. And most importantly, the details of what we see often reveal humor. To find more balance and humor in our lives, all we have to do is to see the see the see.

JUNE'S GOOD CATCH

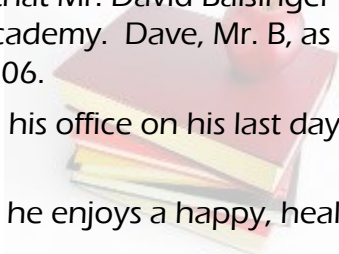
Jean and the Nutritional Services Staff are busy making plans for a game of history and trivia questions that focuses on Nutrition which is the June Good Catch theme. They are also planning to host an Open House in Building 15 providing refreshments for youth and staff sometime during the Summer School Break, June 25—July 7. Watch your emails for more information to be shared. It is sure to be interesting if you have never had the opportunity to see where our food is prepared three times a day, seven days a week, 365 days a year!

HAPPY RETIREMENT!

It's a happy and sad announcement that Mr. David Baisinger is officially retiring from his position as Principal of the Nebraska Youth Academy. Dave, Mr. B, as he is affectionately called by his co-workers, has been with NYA since 2006.

We will be providing treats for him in his office on his last day, June 30. Everyone is welcome to stop by his office.

We wish Dave the best and we hope he enjoys a happy, healthy, well-deserved retirement!



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It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size & content.

AA/EOE/ADA

Chocolate Chip Cookies *from the Kitchen of Lisa Buchta, PhD*

1 cup butter, softened
1 cup brown sugar
 $\frac{3}{4}$ cup white sugar
1 tsp vanilla
2 eggs
3 cups flour
 $\frac{3}{4}$ teaspoon baking soda
 $\frac{3}{4}$ teaspoon salt
12 ounce bag chocolate chips

Cream together butter, brown and white sugar, vanilla and eggs. In a separate bowl, sift together flour, baking soda and salt. Add to butter mixture. Stir in chocolate chips. Drop onto greased cookie sheets by heaping tablespoonful. Bake at 350 degrees for 8-10 minutes.

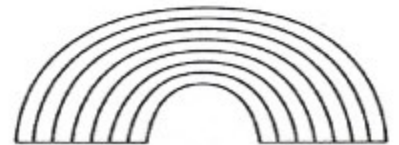
Spring Word Search

Instructions: Try to find all of the hidden Spring words in the word search puzzle below. (Words can be spelled forwards, backwards, diagonally, up, or down.)



Word List

BLOSSOM	FARMER	SEEDS
BUDS	FROGS	TADPOLE
BUGS	KITES	TULIP
CATERPILLAR	MELT	UMBRELLA
EGGS	PETALS	WINDY



Submit your word search answers to Corinne Jensen by June 26th. Entries with all the words found correctly will be eligible for a prize drawing. Good luck!